# 2004 PEBLO Conference 5/3 – 7/04

# Service Headquarters Brief

## Temporary Limited Duty (TLD)

**Policy and Procedures from Service Headquarters** (PERS 4821)

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# Major Procedural Changes at PERS 4821
# Brief History/Explanation

CNP 2003 Guidance – Reduce LIMDU Population by 15%

Working Group Created

Point Paper(s) Submitted Aug.03 / Dec 03 / Jan 04

Jan 04 Paper Accepted by VADM Hoewing

Recommendations cause Hate and Discontent or at least Unhappiness.

continued

# Major Point of Consideration from the Point Paper

**Many of the TLD cases are not being processed in accordance with Law and/or governing Directive.**

It appears we're processing cases outside the intent of the program.

**Law:**

**Title 10 Ch. 61 Sec. 1201, 1202, 1203, 1214, 1216**

**SECNAVINST 1850.4E**

**Department of the Navy (DON) Disability Evaluation Manual**

# LIMDU Timelines – Virtual Naval Hospital General Medical Officer (GMO) Manual: Administrative Section (web page 4/22/04)

**(3) Temporary Limited Duty**

You may put any active duty Navy or Marine Corps enlisted member on temporary limited duty by using the NAVMED 6100/5. The physician completes the top portion of the form for all such members with uncomplicated illness or injury and expected return to full duty within 16 months. **The recommended periods of limited duty are 8 and/or 16 months, for a total of 16 months for any one condition.** This is to allow for adequate time frames for treatment and re-evaluation. You may find the member fit at any period during limited duty. **There is currently no limit of temporary limited duty (TLD) per career, but physicians should check with the patient administration department or medical boards supervisors to identify any trends for a particular member before placing them on TLD.**

# LIMDU Timelines - SECNAV 1850.4E

**j. Temporary Limited Duty (TLD)**

(1) For members of the Navy and Marine Corps, the period of TLD **shall not exceed 16 months per career, cumulative**, before the member either is referred to the PEB for evaluation or is returned to military duty.

(2) If TLD originally is granted for 8 months, and extension or renewal is needed, the MTF shall submit the request to BUPERS (PERS-821) or CMC (MMSR-4), as appropriate, **based on a medical evaluation that additional TLD months likely will be sufficient to restore the member to military duty.**

# Number One Issue

The failure to consider established Limdu timelines during the course of providing treatment has resulted in approximately 22% of the current Limdu population exceeding the 16 months per career, cumulative.

Prior numbers of members exceeding 16 months

27 Oct 03 – 885 (19% of total pop., 4,633)

5 Jan 04 – 1,028 (22% of total limdu pop., 4,648)

01 Mar 04 – 1,105 (23% of total limdu pop., 4,786)

01 Apr 04 – 1,070 (22% of total limdu pop., 4,862)

26 Apr 04 – 1,027 (21% of total limdu pop., 4,807)

continued

# Number One Issue - continued

This history of automatically rubber stamping cases for 8 months of Limdu, followed by a recommendation for a second 8 month period of Limdu appears to be a carry-over of the language/procedures from the cancelled SECNAVINST 1850.4D, which defined Temporary Limited Duty – "specified period of limited duty, normally not to exceed 16 months per injury occurrence …"

Is everyone familiar with the new language?

The new timelines? TLD for 16 months in a career?

# Number Two Issue

There

doesn't have

to be a

second issue.

# Working Together

Evaluating/treating every case,

addressing a member's medical issue

while considering the timelines,

should eliminate the majority of that population exceeding 16 months.

# BUMED/MTF/Patient Administration

**1850.4E – Sec. 1005 Prompt Identification of Disability**

**It is not within the mission of the Department**

**of the Navy to retain members on active duty**

**or in the Ready Reserve to provide prolonged,**

**definitive medical care when it is unlikely the**

**member will return to full military duty.**

continued

# BUMED/MTF/Patient Administration – continued 2

**1850.4E – Sec. 1005 Prompt Identification of Disability (cont)**

**…shall promptly identify for evaluation by Medical Boards and appropriate referral to the PEB under this instruction, those members presenting for medical care whose physical or mental fitness to continue naval service is questionable.**

# BUMED/MTF/Patient Administration – continued 3

Every case needs to be reviewed both medically and administratively.

Will a member return to full military duty, within the time frames applicable to “their” current/previous medical history?

# Service Headquarters - (PERS 4821)

Active Duty:

If TLD is originally granted for 8

months, and an extension or renewal

is desired, the MTF shall submit the

request to CHNAVPERS (PERS-

# Service Headquarters – Limdu approval

Any extension or renewal of TLD greater than 8

months must be approved by CHNAVPERS

(PERS-821) based on a medical evaluation that

the additional months of TLD will be sufficient

to restore the member to full duty. Upon

completion of the authorized TLD, return

# Service Headquarters - Not Doctors

We are not Doctors!

We know we are not Doctors!

**BUT**

We do have the ability to read medical boards, identify medical conditions and physical defects listed in Enclosure 8, evaluate previous Limdu periods and make determinations whether a medical case is being processed in accordance with the instruction

# Service Headquarters – Limdu in a Career

I've asked my staff to evaluate every case with the intent to ensure compliance with a member being allowed 16 months Limdu in a career, cumulative.

Due to the various **time standards** built into the DES process I've advised my folks, when warranted, to approve requests for periods of Limdu to the 13 month mark, at which time, the medbd needs to be submitted to the PEB.

# Permanent Limited Duty (PLD)

- Sailors who have been found UNFIT by PEB can apply for PLD.
- Sailors, w/18 years but less than 20 years, who apply, MAY BE retained.
  - A request is not automatically approved
  - Favorable command endorsement is essential
  - Needs of the Navy – Major consideration

# Permanent Limited Duty (PLD) continued 2

Some Common Reasons to Retain

- Manning Shortage
- Designator/Specialty or Skill
- Complete Current Tour
- (Pending Report of Relief)
- MTF-specified medical research driven

# Permanent Limited Duty (PLD) continued 3

## Review Process

- Each Case is thoroughly/individually considered
- Detailer, ECM/OCM recommendation
- Assistant Section Head (Pers 4821A)
- Section Head (Pers 4821)
- Assistant Branch Head (Pers 482A)
- Branch Head (Pers 482 – Final approval authority)

# In Summation – Final Outcome

Working together, evaluating cases medically and administratively, as specified in our instruction, we can ensure that the Limdu population past 16 months, **becomes the exception**, **not the rule** and

**CNP's goal of reducing the Limdu population by 15% is realized.**